



Administrative Committee

Agenda Packet

Monday October 31, 2005 1:30 p.m.—3:30 p.m.

Teleconference Sites

California Department of Managed Health Care Room of Excellence 980 Ninth Street, Suite 500 Sacramento, CA 95814

> Los Angeles Valley Community College President's Large Conference Room 5800 Fulton Avenue Valley Glen, CA 91401

Governor Arnold Schwarzenegger

> Chair Lawrence Gotlieb

Executive Director Brian McMahon



Administrative Committee

Lawrence Gotlieb Chairman

Christine Essel Vice Chair

TELECONFERENCE MEETING NOTICE

October 31, 2005 1:30 – 3:30 Arnold Schwarzenegger Governor

> Brian McMahon Executive Director

Teleconference Sites:

CA Department of Managed Health Care Room of Excellence 980 Ninth Street, Suite 500 Sacramento, CA 95814 Los Angeles Valley Community College President's Large Conference Room 5800 Fulton Avenue Valley Glen, CA 91401

AGENDA

- 1. Welcome and Announcements
- 2. Action Approval of Waiver Process
- 3. Update Special Committee Reports
 - Business & Industry
 - Targeting Resources
 - Lifelong Learning
 - Accountability in Workforce Investments
- 4. Discussion November 30, 2005 State Board Meeting Agenda
- 5. Public Comment
- 6. Other Business That May Come Before the Committee

Meeting conclusion time is an estimate; meeting may end earlier subject to the completion of agenda items and/or approved motion to adjourn.

In order for the Committee to provide an opportunity for interested parties to speak at the public hearings, public comment may be limited. Written comments provided to the Committee must be made available to the public, in compliance with the Bagley-Keene Open Meeting Act, §11125.1, with copies available in sufficient supply.

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Investment Board staff at (916) 324-3425 at least ten days prior to the meeting. TTY line: (916) 324-6523. Please visit the California Workforce Investment Board website at http://www.calwia.org or contact Teresa Gonzales at (916) 324-3425 for additional information.

Welcome and Announcements

Action-Approval of Waiver Process

Approval of the Workforce Investment Act (WIA) Waiver Process

Action Requested

The Administrative Committee recommend to the State Board approval of the WIA waiver process.

Background

The Governor's priority for "Building a Demand Driven Workforce System..." states in part that the priority will be achieved by "taking full advantage of federal waiver flexibility". This priority is consistent with the U.S. Department of Labor's encouragement to states and locals to take full advantage of the waiver process to design flexible, effective State and local workforce development systems. Accordingly, the State Board solicited suggestions for WIA waivers from State and local partners and stakeholders during the State Plan public planning process.

The State Board staff in coordination with EDD developed a process for reviewing and processing the waiver suggestions submitted for consideration. This process attempts to standardize on an annual basis solicitation and processing of waiver requests that will address barriers to building a demand driven workforce system.

The State Board staff is seeking approval from the Administrative Committee to move forward with the process outlined in the Attachment. The key steps contained in the process include:

- Convening a workgroup of both state and local partners to deliberate waivers that are submitted on an annual basis. The workgroup would begin with those waivers identified through the two-year planning process.
- The workgroup would analyze each waiver request and make recommendations on which waivers to move forward to the Administration Committee. Those waivers the workgroup recommends moving forward would be vetted through a 30-day public comment process.
- The Administration Committee will consider all public comments and make a final recommendation on which waivers to move forward.

Proposed State Procedures for Review and Filing of WIA Waiver Requests

Background

The Workforce Investment Act (WIA) of 1998 provides general statutory and regulatory waiver authority, with some exceptions, to ensure that states and Local Workforce Investment Areas (Local Area) are allowed flexibility in implementing WIA programs. In preparation for approval by the Governor, waivers may be initiated by State agencies, Local Areas, or other interested parties. Waiver requests are prepared using specific criteria required by the U.S. Department of Labor (DOL). Further information regarding federal requirements for application for WIA waivers is available at the following website: http://www.doleta.gov/waivers/)

Upon approval by the Governor, the State forwards the waiver requests to the DOL, which has granted waivers of statutory requirements to California on two occasions since the implementation of the WIA. While waivers can be requested and filed on an ongoing basis, the following is a general procedure for filing annual waiver requests and completing a State waiver package for consideration by the DOL. The State's preference is that all requests of waivers to be included in the annual State waiver package be submitted during the 5-month solicitation "window" described below. References to "State staff" include State Board staff and/or EDD staff (responsibilities yet to be determined).

Solicitation for Waiver Requests

The State will entertain waiver requests by soliciting input and suggestions from Local Areas and other interested parties on an annual basis. The solicitation will be conducted through the EDD's online distribution of information bulletins to the workforce community, posting on the California Workforce Investment Board's (State Board) website, announcements at State Board meetings conducted during this time period, conference calls with the State's Local Area Advisory Committee, and print media. The solicitation will include information required for developing a waiver request and a deadline for providing sufficient information for consideration of the waiver during that Program Year's annual request process.

Preparation and Submission of Waiver Requests

Waiver requests may be filed with the State Board using online forms (original copy with signatures sent by US mail), hard copy received by US mail, or fax copies to the State Board (original copy with signatures sent by US mail). Requests must be prepared using criteria established by the DOL. With technical assistance from State staff, requesters will be responsible for providing sufficient information that:

(1) Identifies the statutory or regulatory requirements that are requested to be waived, and the goals that the State or Local Area, as appropriate, intends to achieve as a result of receiving the waiver;

- (2) Describes the actions that the State or Local Area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers;
- (3) Describes the goals of the waiver and the expected programmatic outcomes if the request is granted; and
- (4) Describes the individuals impacted by the waiver.

Initial Review and Assessment

A State ad hoc waiver workgroup will be convened through in-person meetings or conference calls that include representatives of the workforce community and State staff. The California Workforce Association will provide suggestions for Local Area representation. The workgroup will review all waiver requests and ensure that each request contains sufficient information as required by the DOL. The workgroup will analyze each draft request, release the entire package for public comment, and forward the package of requests, public comments, and recommendations for further consideration to the State Board's Administrative Committee.

Public Comment Process

Before the Administrative Committee is provided the package and recommendations, the State will conduct a public comment process for the draft requests. The public comment process will ensure that the Administrative Committee, and ultimately the State Board and the Governor, are aware of the potential implications a waiver has for the public workforce investment system (e.g., services to workers and businesses). Announcement for public review of the State's waiver request package will be made through all means used for the initial waivers solicitation. The State will entertain comments on the proposed waivers from the general public during a 30-day comment period.

The package will be posted online for comment through the State Board and EDD websites. The document will also be available in print format and available to members of the general public through requests to the State Board or the EDD. Comments can be received through online communication or in writing to the State Board or the EDD.

Final Review and Transmittal

State staff will compile all public comments for review and consideration by the ad hoc Waivers Workgroup. The workgroup will amend waiver requests as necessary based upon public comments, and develop a description of the process by which notice and an opportunity to comment has been provided to the Local Workforce Investment Boards in the State waiver package.

If substantive opposition to the waiver request is received through public comments, the workgroup will evaluate all material submitted, prepare an analysis of any opposition to the package or to an individual waiver request, and forward the package, the public comments,

the analysis, and recommendations to the Administrative Committee. The Administrative Committee, in consultation with EDD management and the Labor and Workforce Development Agency (LWDA), will select those waiver requests to be prepared in final form and forwarded to the DOL for consideration.

State staff will prepare the final waiver package for LWDA's consideration and the Governor's signature. Once approved and signed, State staff will file online requests for waivers with the DOL, with a copy to Region VI. The DOL must review and approve/deny the waiver request within 90 days of its submission.

Proposed Timeline

Activity	Duration	Estimated Timeline
Solicitation of Waivers: The State will solicit waiver requests from Local Areas through Information Bulletins to the workforce community, announcements on the State Board website and at State Board public meetings, and conference calls with the State's Local Area Advisory Committee.	Ongoing through November 2005	Beginning July 2005
Receipt and Analysis of Suggested Waivers: The State will convene an ad hoc waiver workgroup (including representatives of the workforce community and State staff). The workgroup will review all waiver requests and forward waivers it recommends for further consideration to the State Board's Administrative Committee.	One Month	December 2005
Public Comment Process: The State will entertain comments on the proposed waivers from the general public during a 30-day comment period.	One Month	January 2006
Final Review: State Board's Administrative Committee, in consultation with EDD management, will select waiver requests to be prepared and forwarded to DOL for consideration.	One Month	February 2006
Transmittal: State staff will prepare administrative requests for Labor Agency consideration and the Governor's signature. State staff will file an online request for waivers with DOL.	One Month	March 2006
Department of Labor (DOL) Decision: The State expects DOL to respond to the State within 90 days.	One to Three Months	April - June 2006

Update – Special Committee Reports

- Business & Industry
- Targeting Resources
- Lifelong Learning
- Accountability in Workforce Investments

Business and Industry Special Committee Report to the Administrative Committee

This report provides an update on the activities and results of the Business and Industry Special Committee (Committee). The report outlines the issues and strategies the Committee is pursuing, as well as recommendations and products the Committee is proposing for presentation to the full State Board for approval.

Special Committee Membership

Jamil Dada, Chair, Board Member

Stewart Knox, Vice Chair, Verdugo Executive Director

Norris Bishton, Board Member

Charlie Brown, NORTEC Executive Director

Jerry Butkiewicz, Board Member

Kay Ferrier, CA Community Colleges, Chancellor's Office

Sean Liou, Board Member

Ed Munoz, Board Member

Paul Saldana, President & CEO -Tulare County Economic Development Corporation

Warren Jackson, Board Member

Willie Washington, Board Member

Committee Description

The Committee's focus is on how the workforce system can serve business and industry better and how that can translate into improved occupational and career opportunities for future and current workers. The themes to be addressed by this Committee include:

- Supporting and improving local business services.
- Identifying and incorporating high-wage, high-growth jobs into career-oriented service strategies.
- Maximizing promising practices information.
- Supporting California's small businesses.

Summary of Activities

The Committee has met twice in Sacramento since it's inception on July 28, 2005. The Committee directed staff to conduct an environmental scan of reports and surveys regarding business services in the California One-Stop Delivery centers. At the first committee meeting staff presented the common themes that were identified through the environmental scan which include:

- The need for Strategic Planning at the local level
- Inconsistent levels of business services across the state
- Maximizing partnerships to increase services to business
- Capacity Building of staff that deliver business services
- A need to develop a Business Services Marketing campaign

The Committee concluded that the environmental scan provided some opportunities to take immediate action. The Committee directed staff to develop the following:

- A policy framework that results in Local Boards developing a vision and undertaking strategic planning to enhance services that meet employer needs.
- A method to develop a level of consistency statewide for a basic level of business services.
- In the pursuit of strategic collaboration, conduct two joint surveys, one with the California Manufacturers and Technology Association and other with the California Association for Local Economic Development.

In addition to these efforts, the Committee directed staff to begin considering an effective best practices mechanism to assist in capacity building for the workforce development community. The members also made it clear that furthering strategic partnerships and collaboration should be ongoing and always an outcome to keep in mind when Committee work is pursued.

Partnerships

The EDD identified lead staff to support the work of the Committee. The Committee is also working collaboratively with the California Association of Local Economic Development on a joint survey to their members. Similarly, the Committee is working with the California Manufacturer's Association on a joint survey of their members.

Recommendations to the State Board

The Committee is proposing that the State Board consider the following recommendations for approval as a part of the Committee's formal report to the State Board at the November 30 meeting:

- Adoption of a Business Services vision statement and local strategic planning framework that will be shared with Local Areas to stimulate development of a local vision statement and local strategic planning efforts.
- Development of policy guidance for establishing a basic level of business services in the One-Stop Centers.

Work Products

The documents developed as background material for each of the Committee meetings can be found on the State Board website under Special Committees, Business and Industry.

Next Steps for the Special Committee

- The Committee has agreed to the establishment of a workgroup to begin discussions on developing policy guidance for establishing a basic level of business services in the One Stop. The workgroup's first meeting is tentatively scheduled for early December.
- The next Committee meeting is tentatively scheduled for mid January to:
 - > Discuss the workgroup's policy recommendations related to basic business services.
 - ➤ Review the CALED and CMTA survey results and identify opportunities to collaborate.
 - ➤ Begin discussion of high wage, high growth career oriented strategies

Targeting Resources Special Committee Report to the Administrative Committee

This report provides an update on the activities and results of the Targeting Resources Special Committee (Committee). The report outlines the issues and strategies the Committee is pursuing, as well as recommendations and products the Committee is proposing for presentation to the full State Board for approval.

Committee Membership

Barry Sedlik, **Chair** and Undersecretary, Business, Trade and Housing Agency Mike Curran, **Vice-Chair**, Executive Director, North Valley Job Training Consortium (NOVA)

Richard Alarcon, Board Member

Jerry Butkiewicz, Board Member

Ada Carrillo, Acting Executive Director, Employment Training Panel

Jacqueline Debets, Acting Director, Humbolt County Community Development Services

Sean Liou, Board Member

Richard Mendlen, Board Member

Kathleen Milnes, Board Member

Dwight Nixon, Board Member

Art Pulaski, Board Member

Miguel Pulido, Board Member

Wayne Schell, President, California Association for Local Economic Development (CALED)

Committee Description

This Special Committee on Targeting Resources will focus on the workforce policy priority targeting limited resources to areas where they can have the greatest economic impact. The themes to be addressed by this Committee include:

- Advancing workers with barriers to employment
- Investing resources in vital industries with statewide labor shortages
- Continuing to improve State and local economic and labor market data

Summary of Activities

The Committee has met once in Sacramento since it's inception on July 28, 2005. The Committee directed staff to conduct an environmental scan of funding streams available to local areas. At the first Committee meeting staff presented the common themes that were identified through the process which include:

- Innovative financing strategies that could more effectively leverage public monies to increase training opportunities in skills that employers need,
- Strategies for low-wage worker centers around skill shortages and barriers to employment for low-income people, and use
- Sector employment strategies to identify workforce needs and opportunities within a local or regional industry or cross-industry occupational group while also focusing on economic performance and competitiveness.

The Committee concluded that the environmental scan provided some opportunities to take immediate action. The Committee directed staff to develop the following:

- 1. Draft a proposal for a local demonstration project to test collaborative strategies to improve employment outcomes for low-income workers, and
- 2. Draft a proposal for a local demonstration project to test collaborative strategies to meet employment needs in the goods movement sector,
- 3. Draft a proposal to identify promising strategies local areas can use to improve the ability to achieve local and regional goals,
- 4. Conduct a survey of local areas in partnership with the California Association for Local Economic Development to better understand local area resources and partnerships.

In addition to these efforts, the Committee expressed a desire to begin looking at issues related to improving economic and labor market data available to local and regional areas. The Committee asked that Labor Market Information Division and Economic Strategy Panel staff be invited to join the data needs discussion at a future meeting.

Partnerships

The EDD identified lead staff to support the work of the Committee. The Committee also is working collaboratively with the California Association of Local Economic Development on a joint survey to their members. Similarly, the Committee will continue to work with other workforce and economic development entities such as: the Economic Strategy Panel and the Regional Economies Project, California Budget Project, and the California Research Bureau.

Recommended Actions

The Committee is proposing that the State Board consider the following recommendations for approval as a part of the Committee's formal report to the State Board at the November 30 meeting:

- Approval of the three initiative proposals as noted in items 1-3 above.
- Approval of a framework document to be used by the Committee to help focus its interest in pursuing issues related to improving economic and labor market information.

Work Products

The following documents were developed as background material for Committee discussion. These documents can be accessed on the State Board's website on the Targeting Resources Committee.

- Annotated bibliography on workforce development funding and strategies
- Three proposals; one proposal to draft policy guidance on promising practices for improving local and regional resource use, and two proposals to test collaborative strategies to advance low-income workers and to address industry sector needs of the goods movement sector.
- Local area survey instrument.

Next Steps for the Special Committee

The next Committee meeting is scheduled for November 1, 2005 to discuss and approve the three draft initiative proposals and to discuss further economic and labor market data issues.

Lifelong Learning Special Committee Report to the Administrative Committee

This report provides an update on the activities and results of the Lifelong Learning Special Committee (Committee). The report outlines the issues and strategies the Committee is pursuing, as well as recommendations and products the Committee is proposing for presentation to the full State Board for approval.

Special Committee Membership

Mark Drummond, Chair, Board Member
David Rattray, Vice Chair, President, UNITE LA
Pat Ainsworth, Board Member
Bob Balgenorth, Board Member
Ken Burt, Board Member
Victor Franco, Board Member
Kathy Kossick, LWIA Representative
Gayle Pacheco, Board Member
Frank Quintero III, Board Member
Rona Sherriff (for Wesley Chesbro), Designee for Board Member
Fred Slone, LWIA Representative
Joseph Werner, LWIA Representative

Committee Description

The Committee's focus is on collaborating to improve California's educational system at all levels by providing current and future workers with lifelong learning opportunities that are aligned with the new and changing economy. The themes to be addressed by this Committee include:

- Improving career technical and vocational education.
- Improving WIA Youth services, focusing on those youth most in need.
- Addressing literacy needs.
- Addressing apprenticeship programs.
- Addressing lifelong learning.

Summary of Activities

The Committee has met once in Sacramento since its inception on July 28, 2005. At the meeting, the Committee accepted the draft work plan with some discussion and asked staff to clarify certain aspects of the plan. As presented, the initial work plan goals were:

Goal I - Develop policy guidance to support lifelong learning. The Committee directed staff to:

- Draft a description of lifelong learning
- Continue work on program elements and resources
- Gather additional background materials

- Develop questions for a promising practices survey
- Identify key partners and roles

Goal II - Develop recommendations for how the State Board can address the needs of youth, with particular emphasis on the implementation of the new US Department of Labor (DOL) youth vision. The Committee directed staff to:

- Collect information on current WIA youth programs
- Discuss the implications of the new DOL youth vision and, if possible, the anticipated impact of reauthorization on Local Youth Councils and youth delivery systems
- Discuss issues regarding the new common performance measures
- Research other state level models for promising collaborative practices
- Review the YCi Forums report

Partnerships

Lead staff from the Employment Development Department, the California Department of Education, and the California Community Colleges Chancellor's Office have been identified to support the work of the Committee. The Committee will be working collaboratively with the lead staff on specific Committee products.

Recommendations to the State Board

The Committee is proposing that the State Board consider the following recommendation for approval as a part of the Committee's formal report to the State Board at the November 30 meeting:

- Adopt the "Lifelong Learning Description and Elements" as they relate to Workforce Development.
- Pursue a leadership role with the (DOL) State Youth Vision Interagency Team in order to assist in the analysis and implementation of the new DOL Youth Vision, as prescribed in California's Strategic Two-Year Plan.

Work Products

The documents developed as background material for the Committee meeting can be found on the State Board website under Special Committees, Lifelong Learning.

Next Steps for the Special Committee

The next meeting is scheduled for November 9 at which the Committee will:

- Agree on and approve a description of lifelong learning and key elements as they relate to workforce development.
- Discuss an environmental scan of local and regional collaborative efforts between lifelong learning providers and Local Workforce Investment Boards.
- Discuss youth services under WIA, the new DOL Youth Vision, and the implementation of the new youth performance measures.
- Discuss initiatives that may provide opportunities for future committee work (e.g., legislation impacting vocational education [SB 70] and career technical and after school programs [SB 875]).

Accountability in Workforce Investments Special Committee Report to the Administrative Committee

This report provides an update on the activities and results of the Accountability in Workforce Investments Special Committee (Committee). The report outlines the issues and strategies the Committee is pursuing, as well as recommendations and products the Committee is proposing for presentation to the full State Board for approval.

Committee Membership

Kirk Lindsey, **Chair**, Board Member Jerald Dunn, **Vice Chair**, CWA Chair Cynthia Amador, Board Member James Crettol, Board Member John Hooper, California Chamber of Commerce Charles Lundberg, Employment Training Panel Gayle Pacheco, Board Member James Shelby, Board Member Audrey Taylor, Board Member Jan Vogel, Board Member

Committee Description

This Committee is charged with exploring and resolving issues under the following themes:

- Improving State and local coordination between partner agencies and programs.
- Identifying and achieving administrative efficiencies and better service integration in California's workforce system.
- Optimizing training and availability of funds.

Summary of Activities

The Committee has met twice in Sacramento since it's inception on July 28, 2005. At that meeting, staff were directed to develop a proposed work plan encompassing the major theme of this workgroup, Optimizing Training and the Availability of Training Funds. At the August 23, 2005 meeting, the Committee decided to move forward with the California Workforce Investment Board/California Department of Education (CWIB/CDE) Adult Education and One-Stop Career System Partnership study. Staff was directed to gather data related to Adult Education and the One-Stop Career System partnerships and report back to the Committee at the next meeting. The Committee also authorized staff to begin the development of a CWIB/EDD Cost Study on the One Stop Career System.

The second meeting of this Committee was held in Sacramento on September 27, 2005. Staff presented two proposal documents to the Committee:

- 1. The joint CWIB/CDE Proposal to Conduct a Study Concerning the Role of Adult Education within the One-Stop Career System; and
- 2. The joint CWIB/Employment Development Department (EDD) Proposal to Conduct a Cost Study of the One-Stop Career System.

The Committee acted on these two documents and authorized staff to proceed with the development of the Adult Education and One-Stop System survey questionnaire. Simultaneously, staff was also directed to fully develop the CWIB/EDD Cost Study of the One-Stop Career System that will include an enhanced description of the study design, project timeline, and a detailed budget.

Currently, staff is drafting the Adult Education and One-Stop Career System survey questions in addition to finalizing the Cost Study of the One Stop Career System. Both proposals will be presented to the Committee for their review and approval at the next meeting on November 10, 2005 in Sacramento.

Partnerships

The EDD identified lead staff to support the work of the Committee. The Committee is also working collaboratively with the California Chamber of Commerce; the Employment Training Panel; California Department of Education, Adult Education; California Department of Rehabilitation; and the California Workforce Association. Using the expertise of the CWIB members, we have board members representing small business, community based organizations, local workforce investment areas, economic development interests, and universal access issues.

Recommended Actions

The Committee is proposing that the State Board consider the following recommendations for approval as a part of the Committee's formal report to the State Board at the November 30 meeting:

- Accept the action of the Accountability in Workforce Investment Committee in conducting the CWIB/CDE survey concerning the Role of Adult Education within the One-Stop Career System.
- Authorize the Accountability in Workforce Investment Committee to proceed with the CWIB/EDD Cost Study of the One-Stop Career System.

Work Products

The documents developed as background material for each of the Committee meetings can be found on the CWIB website under Special Committees, Accountability in Workforce Investment Committee, located under each of the meeting dates and document titles.

Next Steps for the Special Committee

The Committee will conduct the Adult Education and One-Stop System Partnership survey and provide the full State Board with a report identifying the existing partnerships, strengths/weaknesses of the existing partnerships, and recommendations for improvement in the partnerships.

The next Committee meeting is scheduled for November 10, 2005 to:

- Approve the CWIB/CDE One-Stop Career System survey questions.
- Receive and act on the CWIB/EDD Cost Study of the One Stop Career System.
- Hear testimony and discuss how the NorTEC local area has used their Business Services
 program to increase the use of the total WIA service package for both small business and
 job seekers in a nine-county area in Northern California.

Discussion – November 30, 2005 State Board Meeting Agenda

CALIFORNIA WORKFORCE INVESTMENT BOARD



MEETING NOTICE

Sacramento Public Library Tsakopoulos Library Galleria 828 I Street Sacramento, CA

Arnold Schwarzenegger Governor

> Brian McMahon Executive Director

Lawrence Gotlieb Chairman

Christine Essel Vice Chair Wednesday, November 30, 2005 10:00 a.m. – 12:30 p.m.

AGENDA

- 1. Welcome and Opening Remarks
 - Larry Gotlieb, Chair
- 2. Update Executive Director's Report
- 3. Action Administrative Items
 - July 28, 2005, State Board Meeting Summary
 - Procedure for Processing Workforce Investment Act Waiver Requests
- 4. Action Approval of Business & Industry Special Committee Report
- 5. Action Approval of Targeted Resources Special Committee Report
- 6. Action Approval of Lifelong Learning Special Committee Report
- 7. Action Approval of Accountability in Workforce Investments Special Committee Report
- 8. Update Employment Development Department Report
- 9. Public Comment
- 10. Other Business that May Come Before the Board

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Public Comment